

July 2015 Position in Range Merit Matrix Distribution

Eligibility Criteria:

To be eligible for the July 2015 position in range merit pay adjustment, the state employee must:

1. Be employed as of July 1, 2015 for at least 12 months from the most recent date of hire; and
2. Have a 2014 performance evaluation on record with A&I HRD that is not rated as “unsatisfactory”; and
3. The employee must not have had a break in service since the 2014 performance evaluation; and
4. If the evaluation is Improvement / Growth Necessary the current rate of pay must be below the 50th percentile or MPP

of the Pay Range.

Elected Officials, At-Will Contract Employees (AWEC) and Special Classified (TP01) temporary and or seasonal employees are NOT eligible. Employees with salaries over the max will be as a one-time annual bonus payable in July 2015.

Performance			Position in Range						
			Minimum						Maximum
			Min - 10th %ile	10th %ile - 25th %ile	25th %ile - 50th %ile	50th %ile - 75th %ile	75th %ile - 90th %ile	90th %ile - Max	Over Max
Distribution of EE's			14.06%	31.61%	41.27%	10.09%	1.69%	0.64%	0.65%
Performance Rating	% of EE's	Number of EE's	1191	2678	3497	855	143	54	55
Superior (3.5 - 4.0)	6.99%	592	5.352%	5.102%	4.852%	4.602%	4.352%	4.102%	3.852%
Commendable (3.0 - 3.4)	22.58%	1913	4.102%	3.852%	3.602%	3.352%	3.102%	2.852%	2.602%
Competent (2.0 - 2.9)	55.54%	4706	2.852%	2.602%	2.352%	2.102%	1.852%	1.602%	1.352%
Improvement / Growth Necessary (1.0 - 1.9)	2.03%	172	1.602%	1.352%	1.102%	0.00%	0.00%	0.00%	0.00%
Unsatisfactory (0 - 0.9)	0.01%	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
No Evaluation	12.78%	1083	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
On Protected Leave	0.07%	6	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%